

# **Compensation Trends in Government Relations**





Bloomberg Government and Women in Government Relations (WGR) are proud to present our second salary survey highlighting trends shaping government professionals' careers, with a focus on gender gaps as they relate to salary, compensation, benefits, and other offerings.

The study showed that while the industry made much progress in reaching gender parity, there are still challenges that organizations must address in order for women to reach a more equal position within the field.

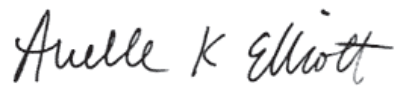
After the 2016 election, our last salary survey served as a tool for Washington professionals to explore the new terrain at the natural time for significant movement in the job market. This year, under a new political climate, government relations professionals are in high demand, but expectations in the workplace have shifted. We encourage you to use the findings from this survey to proactively address issues at your organization, in professional endeavors, and more.

Whether you work at a lobbying firm, corporation, or trade association, Bloomberg Government delivers the news, research, and tools that any government relations professional needs to influence and do business in Washington. Women in Government Relations (WGR) is an ideal partner for this survey, as they help women foster professional development and growth opportunities through a variety of programs designed to create generations of powerful female advocates.

This timely survey is just one example of the ongoing relationship between Bloomberg Government and Women in Government Relations. Together, we established the WGR Leadership Institute to develop and train Washington's future leaders. The programming is centered on providing training and education for the mid-level professional while advancing and empowering women in the government relations industry, personally and professionally.

We hope you enjoy the second salary survey. To learn more about our government affairs solution, visit [bgov.com/info](http://bgov.com/info). To join the robust Women in Government Relations community and empower women to succeed in government affairs, visit [wgr.org](http://wgr.org).

Sincerely,



**Arielle Elliott**  
President  
Bloomberg Government



**Suzanne Swink**  
President  
Women in Government Relations



# Table of Contents

Who Took the Survey .....	6
Who's Making What .....	8
Job Changes Over 12 Months .....	10
Compensation Over the Year .....	12
Key Takeaways .....	14

## Bloomberg Government

### About Bloomberg Government

Delivering rich data, sophisticated tools, and breaking news alongside original, in-depth analysis from policy and contracting experts, BGOV solutions help government relations and government contracting professionals perform at the top of their game.



### About Women in Government Relations

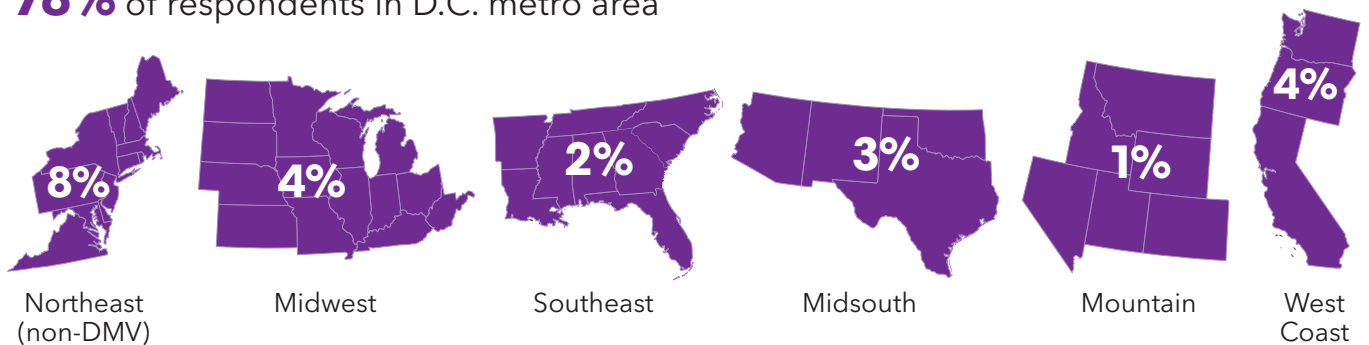
Women in Government Relations (WGR) is dedicated to advancing and empowering women by fostering professional development and growth opportunities through a community that supports women's leadership in government relations.

# Who Took the Survey

Understanding the respondents:

- Age
- Organization type
- Gender breakdown
- Education level
- Time within organization + current role, total years of experience

**78%** of respondents in D.C. metro area



**4 years**

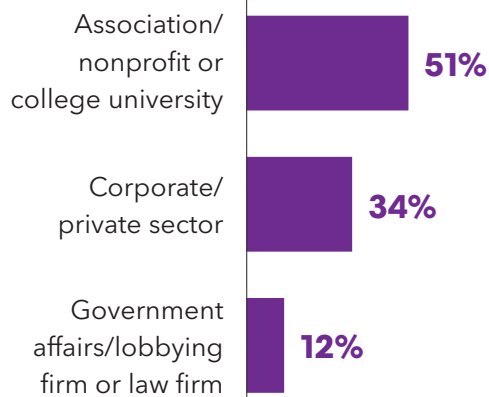
Average time in current position

**6 years**

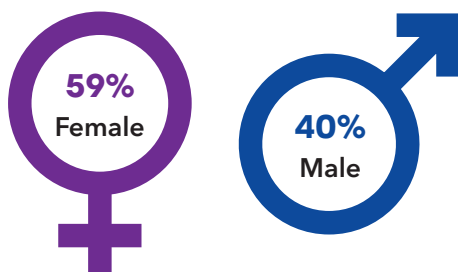
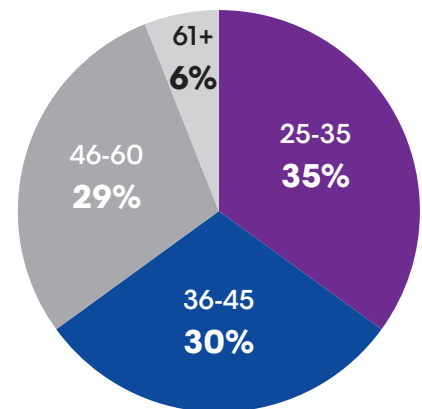
Average time at current organization

**12 years**

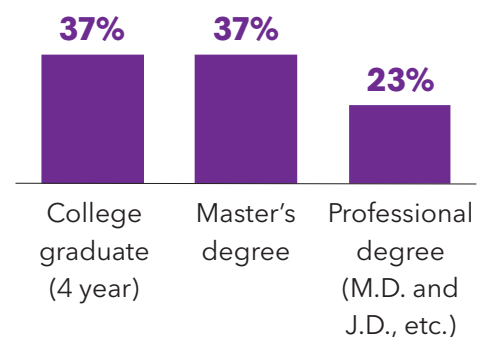
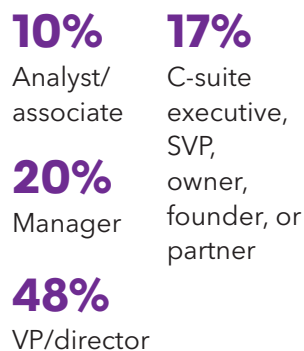
Average experience in field of work



Average Age: 41.5 years old



\*1% preferred not to disclose gender



## 40 years old\*

Average age

**36%**

Single

**58%**

Married

**78%\***

B.A./M.A. degree

**20%\***

Professional degree (M.D., J.D., etc.)

**61%**

Democrats

**22%**

Republicans

**53%\***

Work in nonprofit

**58%**

Senior positions

**66%**

Work 40+ hours per week



\*gender comparison not statistically significant

## 46 years old\*

Average age

**17%**

Single

**77%**

Married

**69%\***

B.A./M.A. degree

**28%\***

Professional degree (M.D., J.D., etc.)

**48%**

Democrats

**30%**

Republicans

**43%\***

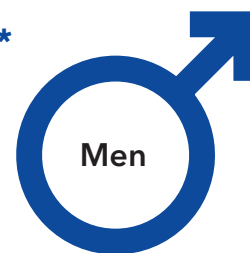
Work in nonprofit

**79%**

Senior positions

**79%**

Work 40+ hours per week

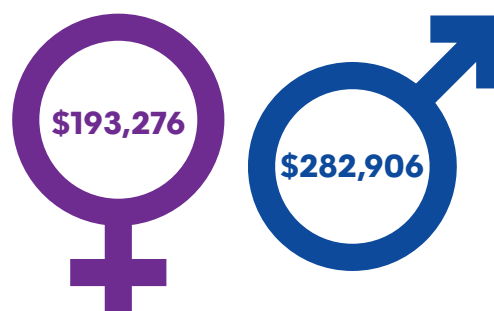


\*gender comparison not statistically significant

Men tend to have been at their organization longer, been in their role longer, and more years' experience.

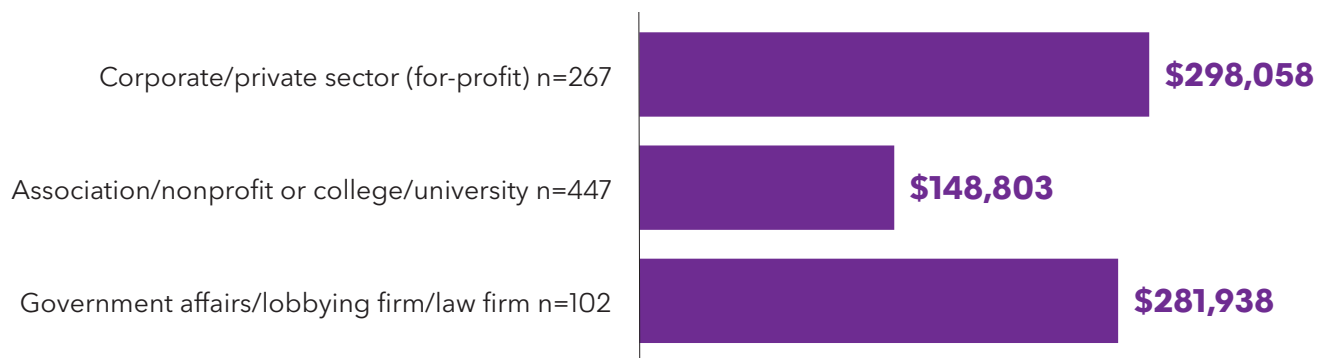
- **Years at current organization**  
5.7 years (W) vs. 6.3 years (M)
- **Years in current role**  
3.7 years (W) vs. 4.8 years (M)
- **Years in field work**  
11.6 years (W) vs. 13.2 years (M)

Average total compensation

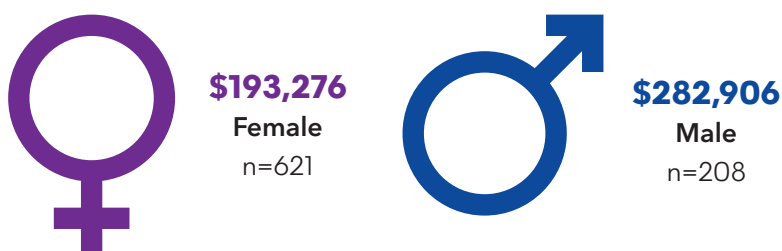


# Who's Making What

- Average compensation by industry/type of organization



- Average compensation by gender



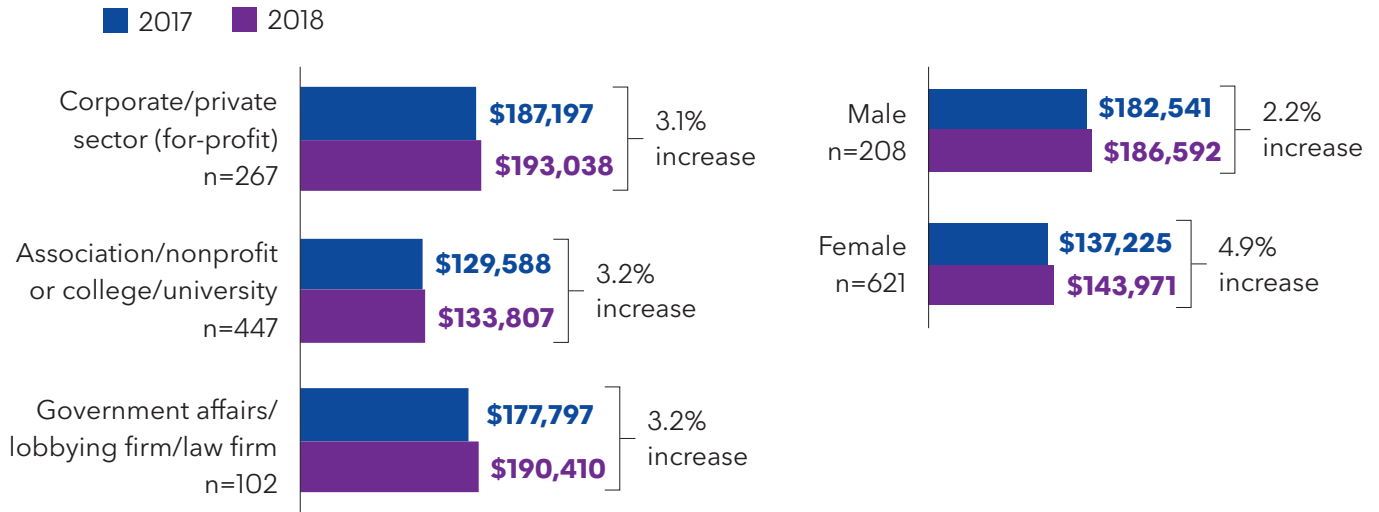
- Pay gap: Men versus women, cents to the dollar

■ Women's earnings to \$1 of men's earnings

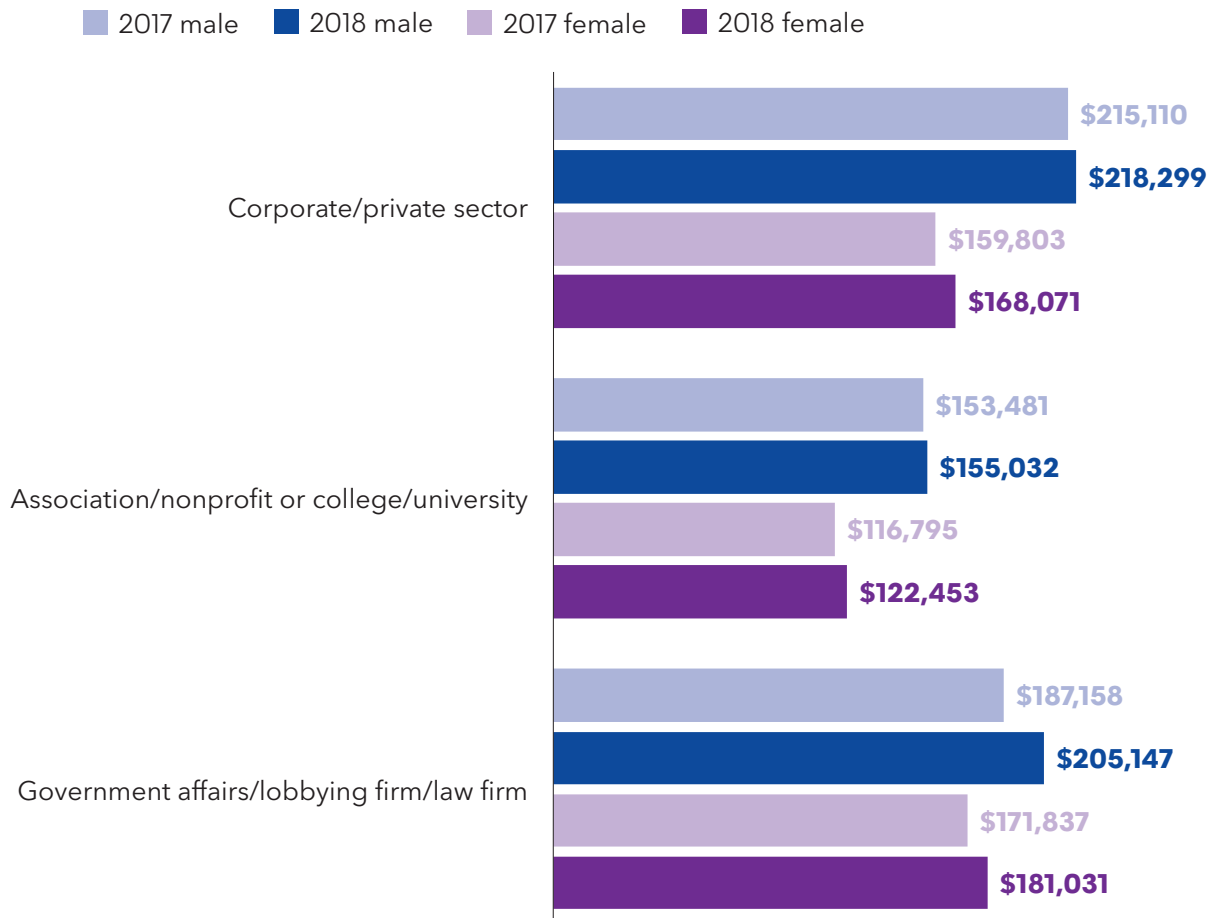




- **Changes: Industry (organization) and gender**



- **Year-over-year differences in compensation for men and women based on the industry**

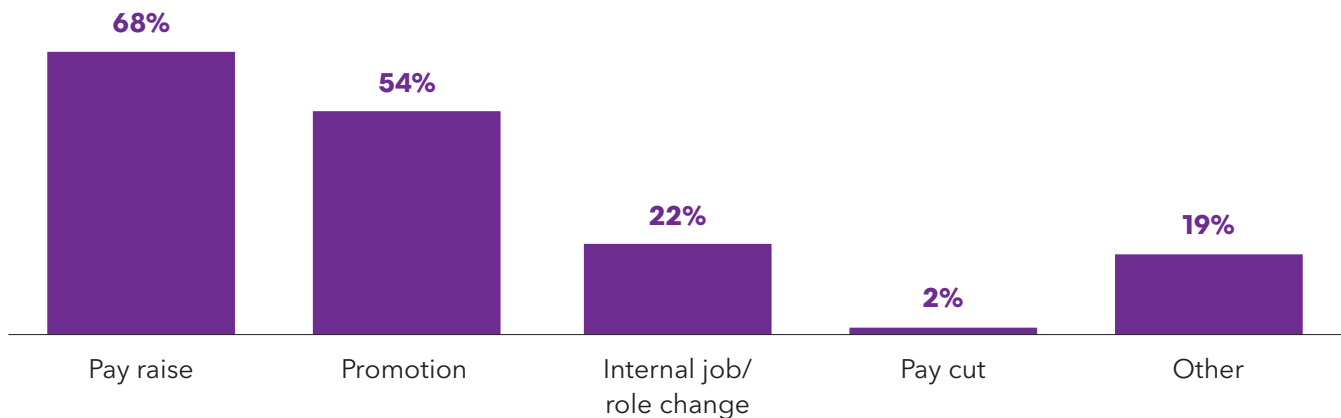


On average, those working for associations, nonprofits, and colleges and universities, along with Democrats and women, make less than their counterparts.

# Job Changes Over 12 Months

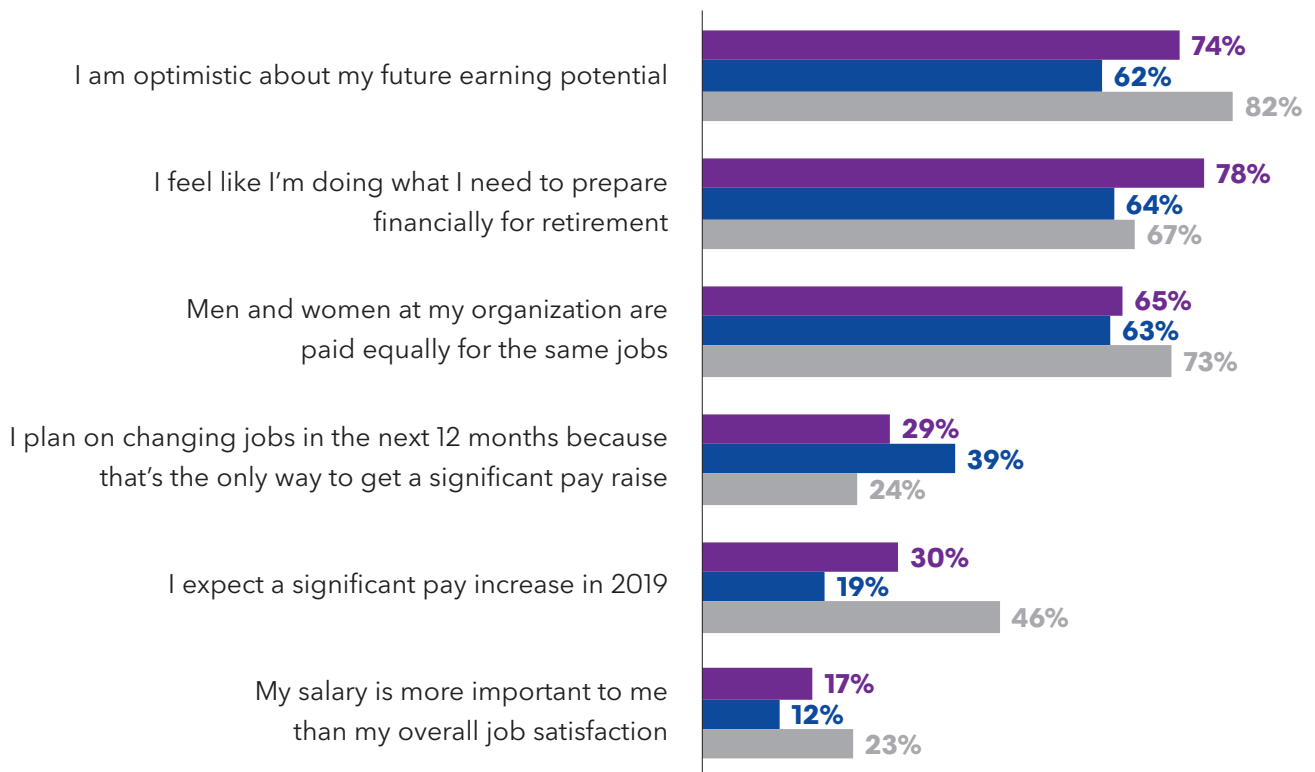
21% of survey participants changed jobs over the past 12 months.

- Of those that changed jobs, most sought a financial increase



- Attitudes about compensation by organization type

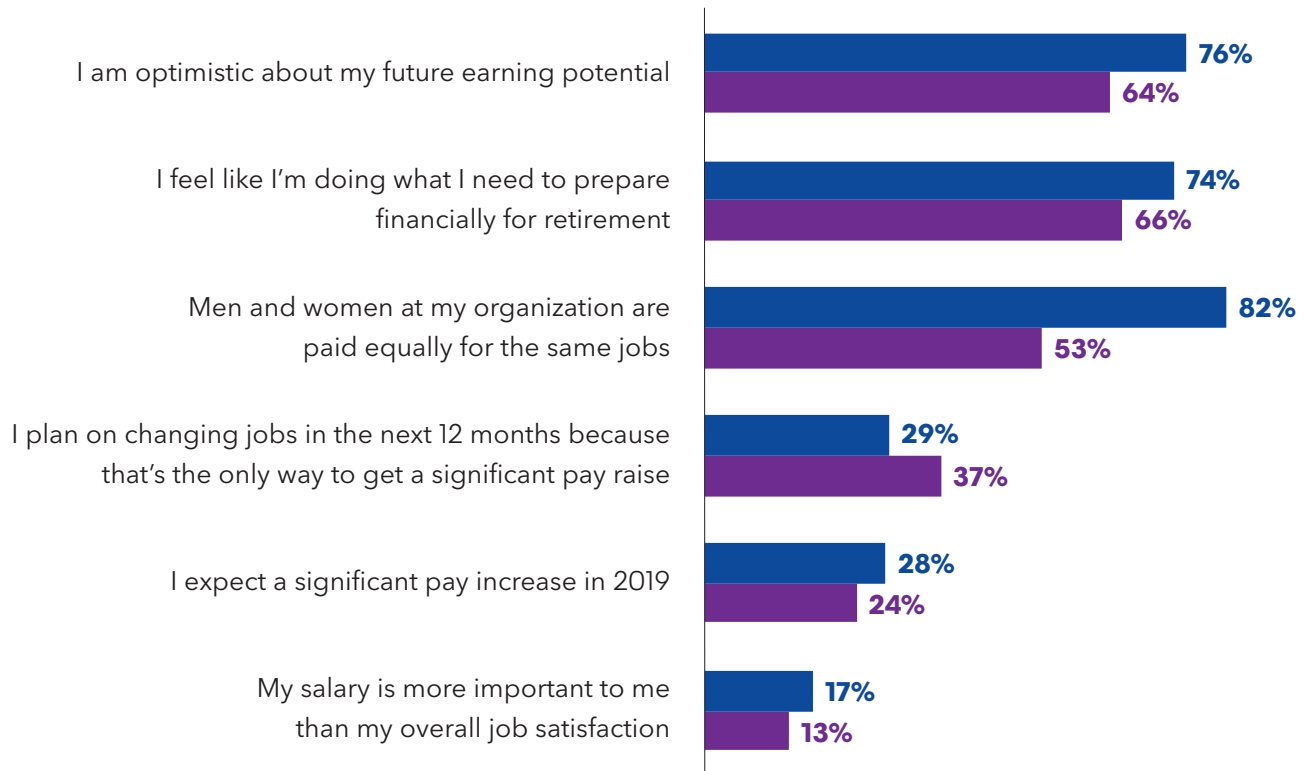
- Corporate/private sector n=269
- Association/nonprofit or college/university n=448
- Government affairs/lobbying/law firm n=104



- **Attitudes about compensation by gender**

■ Men n=210

■ Women n=626



Those with the least experience (1-5 years) were the most likely to have experienced a job change - 49% - with the percentage decreasing as experience increases.

Those working in corporations (33%) are the least likely to have had a life or career change in the past 12 months as compared to association/nonprofit (44%) and government affairs/lobbying or law firm (50%).

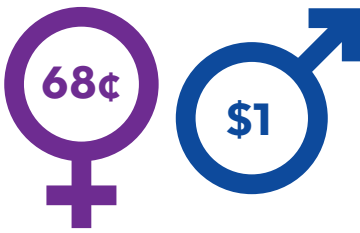

# Compensation Over the Year

In 2017, Bloomberg Government and Women in Government Relations collaborated to conduct this survey. Here's the raw year-over-year data:

	Organization Type			Job Title				
	Corporate/private sector (for-profit)	Association/nonprofit or college/university	Government affairs/lobbying firm/law firm	Analyst/associate	Manager	VP/director	C-level/executive/SVP	Owner/founder/partner
<b>2017 Base Salary</b>	\$187,197	\$129,588	\$177,797	\$74,416	\$107,250	\$164,083	\$258,744	\$229,320
<b>2017 Bonus</b>	\$66,034	\$13,867	\$32,863	\$7,425	\$13,579	\$39,583	\$87,914	\$78,431
<b>2018 Base Salary</b>	\$193,038	\$133,807	\$190,410	\$73,600	\$105,264	\$169,723	\$277,698	\$248,788

Years of Experience				Gender		Political Party	
Less than 1 year - 5 years	6 - 9 years	10 - 15 years	16+ years	Male	Female	Republican	Democrat
\$85,999	\$97,335	\$152,190	\$202,131	\$182,541	\$137,225	\$177,885	\$144,481
\$9,202	\$20,277	\$29,258	\$57,602	\$51,758	\$28,123	\$58,543	\$27,383
\$80,738	\$104,093	\$161,956	\$208,869	\$186,592	\$143,971	\$188,277	\$146,323

# Key Takeaways

- 1** Democrats and women, along with professionals working at associations, nonprofits, colleges, and universities, make less than their counterparts. They're more likely to change jobs in the next year because they're less satisfied with compensation and less optimistic about future earning potential.
- 2** The gender gap is real. **On average, women make 68 cents on the dollar compared to men.** Women are more likely to be single (36% vs. 17%), less likely to be married (58% vs. 77%), more likely to be Democrat (61% vs. 48%), and less likely to be in a senior role (79% vs. 58%). Tenure plays a part: men have been at their organizations longer (6.3 years vs. 5.7), in their current roles longer (4.6 years vs. 3.7), and have more years of total professional experience (13.6 years vs. 11.6).
- 3** Even when the research is broken down by organization type and number of years of experience, **male salaries are still consistently higher than female salaries.**
- 4** There are signs of gender salary adjustments taking place. **2017 to 2018 base salary increases are higher among women than men** (4.8% vs. 2.2%).
- 5** Men are more likely than women to agree with the statement "men and women at my organization are paid equally for the same jobs" (53% vs. 82%).
- 6** While corporations and private companies offer the most benefits, most organizations offer competitive benefits such as **full health coverage, retirement matching, paid maternity/paternity leave, and transportation reimbursement.**
- 7** **A majority of organizations provide either maternity or parental leave,** but associations, nonprofits, colleges, and universities offer the least leave, with less than a fifth providing 11+ weeks. This is unfortunate, since women in government affairs and relations are more likely to work at these organizations.



# Bloomberg Government

For more information about Bloomberg Government, visit  
[about.bgov.com/info](https://about.bgov.com/info).

Contact Rob Recklaus at [rrecklaus@bloomberg.net](mailto:rrecklaus@bloomberg.net)  
or 202.416.3450.